

Adopted 9/28/05

MONTGOMERY COUNTY COMMISSION FOR WOMEN

**401 North Washington Street, Suite 100
Rockville, Maryland 20850**

ANNUAL PLANNING MEETING MINUTES

August 24, 2005

6:00 p.m.

ATTENDING

Gloria A. Aparicio
Patricia E. Cornish
Deborah Horan
Shirley L. Johnson
Anne S. Kasper
Elizabeth Keyes
Resa Levy
Fauzia R. Najm
Martha Nguyen
Regina L. Oldak
Tedi S. Osias (participated by Telephone)
Shelia Parker
Yun Jung Yang

STAFF

Paula S. Rodgers
Tracy Stuger
Judith Vaughan-Prather

ABSENT

Holly Fechner
Gary Smith

President Horan called the meeting to order at 6:25 p.m. and welcomed everyone to the 2005 CFW Annual Planning Meeting. Ms. Horan acknowledged Commissioner Osias who was participating in the planning meeting by speakerphone.

I. GETTING ACQUAINTED

President Horan asked each commissioner to take 30 seconds to relate something about herself that will help the others know what is important to that commissioner. Commissioners explained their professional and personal backgrounds and talked about the issues that were of particular importance to them.

II. APPROVAL OF AGENDA AND MINUTES

Upon the motion made by Commissioner Johnson, duly seconded by Commissioner Oldak, and unanimously adopted, the Agenda was approved and the Minutes of the July 27, 2005 CFW meeting were adopted.

III. PRESIDENT'S AND STAFF REPORTHoran and Vaughan-Prather

1. County Job Classification System (QES II)

Executive Director Vaughan-Prather explained that in the early 1980's, CFW established pay equity as one of its priorities. Over the years, CFW convinced the county government to undertake a study of county government jobs in order to determine if the county's system of classification and compensating jobs had discrimination based on gender or race built into it. In a multi-year effort, the county conducted a gender and race bias study of its Quantitative Job Evaluation System (QES). The system was modified to eliminate wherever possible any bias and the revised system (QES II) was put into effect in 1989. Recently, the county hired a consultant to update the system and revisions were made to the QES manual. Ms. Vaughan-Prather requested a copy of the revised manual, with marked-up text in order to review the changes to make sure that no substantive changes were made that affect women in the county government workplace.

2. Women's Equality Day

August 26 marks the 85th Anniversary of the passage of the 19th Amendment of the U.S. Constitution, which gave women the right to vote. The CFW asked the County Executive's Office to mark the anniversary of the passage of the Equal Rights Act, by urging Governor Ehrlich to appoint members to the Pay Equity Commission. The Pay Equity Commission was established by Senate Bill 250 and approved by the General Assembly in 2004; however the bill was vetoed by the Governor. Earlier this year, the veto was overridden by the General Assembly; however, to date, no members have been appointed to the Commission despite the fact that its first report is due September 30.

At the request of the CFW, on August 26, the County Executive's Office is holding a press conference in Annapolis, Maryland to urge Governor Ehrlich to immediately make the appointments to the Pay Equity Commission, as called for in the legislation. Executive Director Vaughan-Prather was asked to moderate the press conference and CFW President Horan and Commissioner Cornish (representing BPW) have been asked to speak. Other speakers are being lined up as well. Commissioners are encouraged to attend the press conference.

3. Suburban Maryland Business and Professional Women (BPW)

At the August 17 meeting, the CFW Executive Committee suggested that Commissioner Shirley Johnson be submitted as CFW's nominee for the 2005 BPW Women of Achievement award. The motion was made by Commissioner Oldak, seconded by President Horan and unanimously passed. The Women of Achievement gala will be held during National Business Women's Week on October 6, 2005 at the Gaithersburg Holiday Inn.

4. Commissioner Contributions

Commissioners are encouraged to submit their forms for reimbursement for travel and childcare expenses. The forms may be submitted on a quarterly basis to Executive Director Vaughan-Prather as follows:

1st Quarter due by/before October 15 for July, August, September expenses
2nd Quarter due by/before January 15 for October, November, December
3rd Quarter due by/before April 15 for January, February, March expenses
4th Quarter due by/before July 15 for April, May, and June expenses

5. National Center for Victims of Crime

Former CFW President, Elizabeth Joyce, who now works for the National Center for the Victims of Crime (NCVC), asked CFW to write to Senator Barbara Mikulski to ask her to support the continued funding for the INFOLINK program. The INFOLINK program connects crime victims in Maryland and throughout the country to local services and information that can support them.

The motion to write the letter of support was made by Commissioner Levy, seconded by Commissioner Cornish and unanimously passed.

6. Domestic Violence Coordinating Council Hearing

In July 2005, Montgomery County Councilmembers Steve Silverman and Mike Subin introduced legislation to create a Domestic Violence Coordinating Council which would, in some ways, reinstate the long-standing Domestic Violence Task Force. This is legislation that the CFW supports and we have been asked to testify at a public hearing on September 20. Staff will arrange for President Horan to testify on behalf of CFW.

7. Medicare Prescription Drugs

Commissioner Johnson announced that she recently heard a presentation on the new Medicare prescription drug coverage program titled "Part D." There are 47 million people to be educated about the new program and the Centers for Medicare and Medicaid Services is looking for community partners to help

publicize the new coverage which takes effect in January 2006. Ms. Johnson suggested the CFW could help in getting the word out, because she said that the program involves a very complicated process.

8. Social Security Workshop

On September 14, there will be a panel discussion on “Understanding the Social Security Debate.” This discussion will focus on the impact of Social Security on the elderly and people with disabilities. The presentation takes place at the Bauer Drive Community Center from 7-9 p.m. President Horan asked Commissioner Johnson to email information about the workshop to Executive Director Vaughan-Prather who will distribute it to commissioners.

IV. PLANNING THE FY 06 AGENDAPresident Horan

President Horan explained the goals for the Commission’s Annual Planning Meeting session: to work towards developing a consensus of the CFW’s projects and priorities for the year, to engage commissioners as a team in planning and carrying out that agenda, and to agree on the responsibilities of each commissioner in accomplishing the CFW agenda for the year. Ms. Horan also reviewed the Ground Rules for Discussion and CFW’s Legislative Mandate and Mission. Ms. Horan said that the end result of the commissioners’ work this evening should be the adoption of projects that everyone will support and projects that will utilize all of the talents of the commissioners.

President Horan explained that the CFW Legislative Mandate requires that the Policy and Legislation Committee is a standing committee of CFW. Any other additional projects to be selected must meet the following criteria:

- Realistic level of support for the project
- Realistic potential for success and widespread impact
- Necessary expertise to work on the project within the Commission
- Minimum of four commissioners willing to work on the project, one of whom must be willing to chair the project
- Clear formulation of the objectives and strategies to be employed
- No duplication of effort: CFW is the only organization providing leadership on the issue
- Continuity of current commitments must be considered

V. END OF FY 05 REPORT Immediate Past President Cornish

Commissioner Cornish reviewed CFW's FY 05 committee projects:

1. Policy and Legislation Committee (PAL) and Women's Legislative Briefing (WLB) – (These are standing commitments and will continue.) Ms. Cornish said that in FY 05, the PAL committee was the largest CFW committee. Commissioner Fechner kept CFW up to date on federal legislation and other PAL members stayed abreast of state and local legislation. Committee members testified on several bills in Annapolis several times in 2005.

The 2005 Women's' Legislative Briefing (WLB), chaired by Commissioner Parker, took place January 30, 2005 at the National 4-H Center. Senior News Analyst for National Public Radio and ABC News political commentator Cokie Roberts served as the keynote speaker. Over 600 registered for the event, but due to the inclement weather that day, approximately 250 attended. Ms. Cornish said that the annual Briefings are highly successful events and attract attendees from all over the state of Maryland. The WLB Planning Committee is comprised of different organizations throughout Maryland and the co-sponsorship fees that the organizations pay makes it possible to offer the event at no cost to the attendees.

2. Technology and Girls (TAG) – The Technology and Girls initiative was formed seven years ago to address the issue of the under representation of girls in information technology. Six years ago, the committee was formed and its goal has been to inform educators, parents and young women on the importance of computer technology. CFW has worked with Montgomery College to establish a two-week summer camp program and CFW has provided full scholarships for girls of low income and those for whom English is a second language to attend the camps. The TAG initiative has received a lot of support from corporations such as Discovery Communications and Lockheed Martin, as well as many individuals.

In 2005, the TAG committee conducted a survey of the girls who have attended the camps since the program began. The results of the survey proved to be invaluable and the respondents testified to the very positive impact the camp had on them.

The TAG committee also convinced the Board of Education to establish a task force made up of faculty, technology business representatives, advocates, parents, and students to study the issue of girls in technology and recommend steps that Montgomery County Public Schools could take to increase the number of girls enrolling in and successfully completing advanced computer programming courses.

At the July 27 CFW meeting, TAG Committee Chairman Gary Smith recommended that the TAG Committee not continue as an official standing committee of CFW. Commissioner Smith did recommend that it be a continuing interest of the CFW and he offered to serve as the coordinator on TAG issues and the camps. A future goal of Mr. Smith's is to establish a computer lab for CFW's Counseling and Career Center clients to access in the CFW Emily Edmonson Library.

3. Immigrant Women in Montgomery County (IWin) – Iwin began three years ago. The CFW recognized the growing population of immigrant women in Montgomery County and the special issues facing them. The committee completed a very successful seminar series (*A Brave New World: Opportunities and Challenges for Immigrant Women in Montgomery County*). The four seminars offered excellent experience, insight, and recommendations on health and safety issues, economic empowerment, and education. The seminars also brought together county and federal agencies, private organizations, non-profit and advocacy groups, and grassroots organizations—many of which did not know each other existed. In 2005, the Brave New World project received a National Association of Counties Achievement Award.

Over the past year, the IWin Committee developed a "Right to Know Campaign" and updated two CFW brochures: "Employment Rights of Pregnant Women," and "Sexual Harassment--It's Against the Law." The brochures were published in English. The IWin Committee also held a very successful fundraising campaign to raise money to translate and publish the two brochures in Spanish and Korean. Other languages pending are Chinese and Vietnamese. Committee Chair Yang has also done a few television appearances to promote the Know Your Rights Campaign.

VI. REVIEW OF CURRENT COMMITMENTS (in addition to CFW Priority Projects)

President Horan described the CFW's current commitments and priority projects:

1. Women's Legislative Briefing - The 26th Women's Legislative Briefing will take place on Sunday, January 29, 2006. The CFW chairs this annual event and CFW staff provides staff support.
2. Women's Fair – This day-long session of seminars with information and service vendors takes place annually in April. In 2005, Commissioner Levy represented CFW on Women's Fair the planning committee.
3. CFW Newsletters – There are four issues published per year. Legislative and Budget Specialist Tracy Stuger is the CFW Newsletter Editor. Commissioners are each requested to contribute at least one article (1-2) pages per year, on any issue relating to women. The deadline for the next issue is September 15. The

following commissioners agreed to write articles for future issues:

- Commissioner Anne Kasper (Re: Healthcare Reform)
 - Commissioner Shirley Johnson (Re: National Council on Negro Women)
 - Commissioner Resa Levy (Re: Domestic Violence)
 - Commissioner Gloria Aparicio (Re: Issues facing Hispanic Women)
4. Presidents' Advisory Council – convenes 3-4 times per year and is a great opportunity for commissioners to meet with the presidents and members of other local women's organizations.
 5. Women's History Month – celebrated in March; CFW typically undertakes a project with the County government.
 6. Community Service Day – Held in October each year. Montgomery County organizations and individuals are encouraged to adopt a project to help the community. Prior CFW projects included: In 2002, a "Storybook Project" that collected funds to purchase books and recording devices to allow incarcerated women to read books onto cassette tape that were then sent to the inmates' children; in 2003, items were collected for a local women's shelter; and in 2004, CFW members and staff donated to the Summer Computer Camp Scholarship Program.
 7. Domestic Violence Awareness Month – Recognized in October each year. An article in the CFW newsletter would be a good project for this year.
 8. Domestic Violence Coordinating Council – President Horan will testify at the September hearing on legislation to establish the Coordinating Council.

VII. DISCUSSION

President Horan said that CFW is obligated to undertake an update of the Status of Women report. The County Council approved funds \$10,000 in the CFW's FY 06 budget for this study. Commissioners will decide which fields to study and how to gather the data. Commissioner Kasper remarked that "Facts tell....stories sell" and she suggested that examples and anecdotes be used in the report to illustrate the issues and present the data.

President Horan also noted that the work of the IWin committee is not yet complete since the Know Your Rights brochures will still need to be translated and printed in the Spanish and Korean languages. She also reminded commissioners that County Councilman George Leventhal requested that CFW be involved in a possible study of the issue of domestic servitude in Montgomery County.

Commissioner Kasper said that she is interested in the issue of women and health care reform – basically, a comprehensive health care program for all in the State of Maryland, regardless of insurance and the ability to pay. Ms. Kasper explained that

her endorsing organization, the National Women's Health Network, wanted to see Maryland be a model for health care reform in the country. Two new bills will be presented in Annapolis this year and there will opportunities to testify on the legislation:

- (a) Medicaid legislation - "Medicaid Matters" is an organization working to preserve Medicaid.
- (b) Fully funding an unfunded mandate for breast reconstruction under existing legislation, the breast and cervical cancer diagnosis treatment program of Maryland.

Commissioner Oldak said that the Maryland Legislative Agenda for Women (M-LAW) is holding a conference on October 15. Ms. Oldak suggested that there were issues, such as healthcare reform, which CFW could support without taking the lead on them, and then CFW could encourage the organizations who should take the lead on those issues, to do so.

Commissioner Cornish explained that she is interested in the issue of women in business. Women business owners are increasing at a rapid rate in Montgomery County and there is little information available on the numbers of such businesses and what are the issues affecting them. Ms. Cornish said that healthcare was also concern for small businesses. She pointed out that all of the ideas presented tonight were components that should be covered in the updated Status of Women Report.

Commissioner Najm said that she is also concerned about healthcare for women and men. Her other areas of interest include domestic workers' rights and child care for domestic workers. Commissioner Yang pointed out that if the IWin Committee continues as a standing committee, the issue of domestic worker rights is the next component of the IWork project.

Discussion ensued regarding the selection of three FY 06 projects. There was a general consensus that the IWin Committee continue as a priority committee of the CFW. There was also discussion about the many alternative methods of addressing the issues of healthcare reform, women in business, and domestic workers' rights. These include the Commission on Health, M-LAW, and Women's Legislative Briefing. Each of the issues could also be addressed as legislation through the Policy and Legislative Committee.

Commissioner Parker moved that CFW accept the following as CFW priority areas for Fiscal Year 2006: Policy and Legislation, Immigrant Women, and the Status of Women report. The motion was seconded by Commissioner Johnson and unanimously passed. Commissioner Cornish suggested using the acronym SWIM to describe the committee to undertake the updating of the

Status of Women in Montgomery County. The following committees were formed around the issues:

<u>Committee</u>	<u>Members</u>
Policy and Legislation (PAL)	Holly Fechner Shirley Johnson Anne Kasper Reggie Oldak Shelia Parker
Immigrant Women in Montgomery County (IWin)	Gloria Aparicio Elizabeth Keyes Resa Levy Fauzia Najm Martha Nguyen Yun Jung Yang
Status of Women in Montgomery County (SWIM)	Pat Cornish Anne Kasper Fauzia Najm Tedi Osias Yun Jung Yang

Executive Director Vaughan-Prather will confirm whether Commissioner Fechner is interested in serving on the Policy and Legislation Committee.

VIII. REVIEW AND DESIGNATION OF LIAISONS

Liaisons for the following organizations were selected for FY 06:

<u>Organization</u>	<u>FY 06 Liaison</u>
❖ NACW	Pat Cornish and Judy Vaughan-Prather
❖ Divorce Roundtable	Elma Rambo
❖ HRC Fair Housing	Shirley Johnson
❖ M-LAW	Reggie Oldak
❖ BPW	Pat Cornish
❖ DV Coordinating Council	(To Be Assigned when established)
❖ Women's Fair	Resa Levy

IX. EVENT COORDINATORS

The following event coordinators were assigned for FY 06:

<u>Organization</u>	<u>FY 06 Liaison</u>
❖ Women's Legislative Briefing	Reggie Oldak
❖ Computer Camps	Gary Smith
❖ Community Service Day	Gloria Aparicio
❖ Women's History Month	To Be Assigned

President Horan noted that one additional activity that she would like to see the CFW undertake is to initiate informational outreach meetings with the County Council and with state legislators, and doing it at a time when the CFW is only telling them about its activities, not making a request of the legislators. Commissioner Yang moved that President Horan's proposal be adopted; the motion was seconded by Commissioner Kasper and unanimously passed.

X. REVIEW AND WRAP UP

The Commissioners unanimously agreed that the goals of the CFW Annual Planning Meeting had been met.

XI. CFW VICE PRESIDENT ELECTIONS

According to CFW Bylaws, the election of the Vice President and Second Vice President shall take place annually two months after the confirmation of the new commissioners. Intent to Run Forms for 1st and 2nd Vice President were distributed with the July 27 agenda packet and they are due now. Commissioner Oldak submitted her intent to run for first vice president, and Commissioner Osias submitted an intent to run for second vice president. Elections will take place at the September 28 CFW meeting.

XII. ANNOUNCEMENTS

CASA of Maryland is holding a rally on October 30 to bring attention to the issue of domestic workers. It is looking for speakers who are employers of domestic workers.

XIII. ADJOURNMENT

There being no further business to come before the Commission for Women, the meeting was adjourned at 9:03 p.m.

**Minutes Submitted By
Paula S. Rodgers
Montgomery County Commission for Women**

CFW Action and Follow-up Items

- [x] 1. Staff to work on Commissioner Shirley Johnson's nomination to submit for the 2005 BPW Women of Achievement award. The Women of Achievement gala will be held during National Business Women's Week on October 6, 2005 at the Gaithersburg Holiday Inn.
- [] 2. Commissioners are encouraged to submit their forms for reimbursement for travel and childcare expenses. The forms can be submitted on a quarterly basis to Executive Director Vaughan-Prather as follows:
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 - 3rd Quarter due by/before April 15 for January, February, March expenses
 - 4th Quarter due by/before July 15 for April, May, and June expenses
- [x] 3. Staff to draft a letter to Senator Barbara Mikulski to ask her to support the continued funding for the INFOLINK program. The letter from CFW was requested by former CFW President, Elizabeth Joyce, who now works for the National Center for the Victims of Crime (NCVC).
- [x] 4. Staff to arrange for President Horan to testify on behalf of CFW at the September 20 public hearing on proposed legislation to create a Domestic Violence Coordinating Council in place of the long-standing Domestic Violence Task Force.
- [] 5. Commissioner Johnson to email information about the Understanding Social Security workshops to Executive Director Vaughan-Prather who will distribute it to commissioners.
- [] 6. Commissioners are each requested to contribute at least one article to the CFW Newsletter per year, on any issue relating to women. The deadline for the next issue is September 15. Articles should be 1-2 pages. The following commissioners agreed to write articles:
 - Commissioner Anne Kasper (Re: Healthcare Reform)
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